IDB.43/15

United Nations Industrial Development Organization

Distr.: General
20 April 2015

Original: English

Industrial Development Board
Forty-third session
Vienna, 23-25 June 2015
Item 10 of the provisional agenda
Personnel matters

Personnel matters

Report by the Director General

In line with staff regulations 13.3 and 13.4, the present document provides information on personnel-related matters in the Secretariat, common system developments and amendments made to the staff rules and regulations. The report complements the information provided in the *Annual Report of UNIDO 2014* (IDB.43/2, chapter 1 and appendices (i) and (j)).

Contents

		Paragraphs	Page
I.	Developments on personnel-related matters	1-3	2
II.	Common system developments	4-13	2
III.	Matters related to the staff rules	14-16	3
IV.	Representation of the UNIDO Governing Body on the UNIDO Staff Pension Committee	17	4
V.	Action required by the Board	18	4

Annexes

Schedule I to the staff regulations — Salary scale for the Professional and higher categories 6

Appendix A to the staff rules — Salary scales for staff in the General Service category 7

For reasons of economy, this document has been printed in a limited number. Delegates are kindly requested to bring their copies of documents to meetings.

V.15-02409 (E) 110515 120515

Please recycle

I. Developments on personnel-related matters

1. Effective 13 March 2015, UNIDO promulgated a revised policy on gender equality and empowerment of women, with specific commitments to integrate gender equality and the empowerment of women into its core values, competency framework, and staff performance management system, with particular focus on staff at levels P-4 and above.

2. Effective 16 March 2015, UNIDO promulgated a revised policy on official travel, aimed at implementing the Board's decision IDB.41/Dec.12 (g) to further reduce travel costs and rationalize standards of accommodation for official travel.

3. Effective 16 March 2015, UNIDO promulgated a revised Human Resource Management Framework, aimed at fostering the career development of staff and harmonizing specific provisions of the Framework with the staff rules and other policies.

II. Common system developments

4. In line with staff regulation 13.3, this report informs the Board of any recent decisions by the International Civil Service Commission (ICSC) and recommendations adopted by the United Nations General Assembly that are of relevance to UNIDO.

Mandatory age of separation

5. Following an ICSC analysis of the impact of increasing the age of separation of active staff on the workforce, succession planning frameworks and relevant human resources management policies, the General Assembly decided, in resolution 69/251 of 29 December 2014, to raise the mandatory age of separation to 65 years for staff recruited before 1 January 2014, taking into account their acquired rights. At the same time, the General Assembly requested the ICSC to revert with an implementation date at its earliest opportunity, but no later than the seventy-first session of the General Assembly in 2016, after consultations with all the organizations of the common system.

Comprehensive review of the compensation package

6. The review has been ongoing and shall be finalized at the next session of the ICSC in July 2015 in Vienna. It will be reported to the General Assembly at its seventieth session(2015). So far, the ICSC has focused on various elements of the new compensation package and has not discussed any transitional arrangements and measures.

Health insurance

7. In resolution 69/251 the General Assembly approved the ICSC's recommendation to maintain at their existing ratios the current apportionment of health insurance premiums between the organizations and both active and retired staff participating in United States and non-United States health insurance plans.

Evolution of the net remuneration margin

8. The ICSC reported to the General Assembly that the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the United States federal civil service in Washington, D.C. for the calendar year 2014, amounted to 117.4 and that its five-year average (2010-2014) amounted to 116.4, which was above the desirable midpoint of 115. Furthermore, the ICSC decided to suspend the normal procedure for management of the margin and to continue the freeze in net remuneration in New York.

Rental subsidy thresholds in Vienna

9. The rental subsidy thresholds are used in assessing the eligibility of an internationally recruited staff for a rental subsidy. Based on the results of 2013 housing survey for Vienna, ICSC reduced the existing rates by 1 percent. The new rates were implemented by UNIDO effective 1 May 2014.

Diversity and gender balance in the United Nations common system

10. In resolution 69/251 the General Assembly noted with disappointment the insufficient progress made with regard to achieving the goal of 50/50 gender balance in the United Nations common system, especially in the Professional and higher categories. It requested the ICSC to encourage the organizations to fully implement existing gender balance policies and measures, monitor and periodically review and report on diversity, including geographical and gender balance.

Salary scale for Professional and higher categories

11. Schedule I to the staff regulations. The concept of the base/floor salary scale was introduced by the General Assembly in resolution 44/198 of 21 December 1989, section I.H. The scale is set by reference to the salary scale of the federal civil service of the United States of America in Washington, D.C. Periodic adjustments are made on the basis of a comparison of net base salaries of United Nations officials with the corresponding salaries of their counterparts in the United States federal civil service.

12. By resolution 69/251 the General Assembly approved, with effect from 1 January 2015, the revised base/floor salary scale for staff in the Professional and higher categories that reflect a 1.01 per cent increase (Annex I to this document).

13. The revised salary scale was implemented on a "no-loss/no-gain" basis, i.e. it was accompanied by a corresponding reduction in the post adjustment multipliers for all duty stations. The net remuneration remains therefore the same, except for very minor changes due to rounding.

III. Matters related to staff rules

Salary scale for staff in the General Service Category

14. Appendix A to the staff rules. In accordance with the Flemming principle, General Service (GS) staff shall have pay and other conditions of employment that

match the best on offer at the duty station. The principle was first stated in 1949 and is implemented through the ICSC local salary surveys, conducted periodically at all duty stations. In-between the salary surveys, the GS salary scale is subject to interim adjustments, calculated on the basis of movements of an appropriate wage or price index or a combination of indices.

15. Based on the officially published movements of the local consumer price index and of the local wage index for office workers in the period November 2013 to October 2014, the VIC-based organizations (VBOs) agreed that the GS salary scale in Vienna was due for the next interim adjustment on 1 November 2014 and that the revised salary scale should reflect an increase of 1.8 per cent (Annex II to this document).

16. The increased costs under salaries and related common staff costs for the General Service category at headquarters were estimated at €39,700 for the remainder of 2014 (€31,300 under the regular budget and €8,400 under the operational budget) and to around €243,200 per year (€191,800 under the regular budget and €51,400 under the operational budget) and could be absorbed under the existing budgetary provisions.

IV. Representation of the UNIDO Governing Body on the UNIDO Staff Pension Committee

17. By decision GC.1/Dec.37, the General Conference accepted the regulations of the United Nations Joint Staff Pension Fund and established the UNIDO Staff Pension Committee. In decision GC.15/Dec.19 the Conference elected two members and two alternate members of the UNIDO Staff Pension Committee for the biennium 2014-2015 and authorized the Board to proceed with the election for any of the Committee posts should they become vacant before the General Conference holds its sixteenth session. The Board may wish to recommend to the Conference at its sixteenth session candidates for election to the Committee for the years 2016-2017.

V. Action required by the Board

18. The Board may wish to consider the adoption of the following draft decision:

"The Industrial Development Board

(a) Takes note of the information contained in document IDB.43/15;

(b) Takes note of the progress made in the review of the mandatory age of separation for current staff, the comprehensive review undertaken by the International Civil Service Commission (ICSC), its decision on the rental subsidy thresholds in Vienna, and of the General Assembly's decisions on health insurance, net remuneration margin, diversity and gender balance in the United Nations common system;

(c) Further notes the amendments to the Schedule I of the staff regulations and to appendix A to the staff rules made in compliance with staff regulation 13.4;

(d) Recommends to the General Conference at its sixteenth session the following candidates for the election of two members and two alternate members of the UNIDO Staff Pension Committee for the biennium 2016-2017:

Members: ..... (country)

..... (country)

Alternate: ..... (country)

..... (country);

(e) Also recommends to the General Conference at its sixteenth session to authorize the Industrial Development Board to proceed with the election for any of the above-mentioned post that might become vacant before the General Conference holds its seventeenth session."

Annex I

Schedule I to the staff regulations — Salary scale for the Professional and higher categories

Salary scale for the Professional and higher categories showing annual gross salaries and the net equivalents after application of staff assessment
(United States dollars)
Effective 1 January 2015

LEVEL		STEPS														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Director																
D-2	Gross	143 073	146 104	149 138	152 264	155 427	158 589									
	Net D	113 443	115 656	117 871	120 085	122 299	124 512									
	Net S	104 219	106 087	107 948	109 804	111 655	113 495									
Principal Officer																
D-1	Gross	130 745	133 410	136 066	138 730	141 395	144 053	146 719	149 379	152 129						
	Net D	104 444	106 389	108 328	110 273	112 218	114 159	116 105	118 047	119 990						
	Net S	96 540	98 228	99 915	101 595	103 274	104 948	106 615	108 282	109 943						
Senior Officer																
P-5	Gross	108 148	110 412	112 678	114 941	117 210	119 471	121 740	124 003	126 268	128 533	130 799	133 062	135 329		
	Net D	87 948	89 601	91 255	92 907	94 563	96 214	97 870	99 522	101 176	102 829	104 483	106 135	107 790		
	Net S	81 704	83 174	84 638	86 102	87 564	89 020	90 477	91 930	93 381	94 829	96 276	97 716	99 158		
First Officer																
P-4	Gross	89 035	91 056	93 075	95 094	97 115	99 133	101 249	103 434	105 621	107 804	109 993	112 175	114 362	116 549	118 736
	Net D	73 338	74 934	76 529	78 124	79 721	81 315	82 912	84 507	86 103	87 697	89 295	90 888	92 484	94 081	95 677
	Net S	68 294	69 746	71 200	72 646	74 095	75 542	76 989	78 431	79 873	81 315	82 752	84 191	85 629	87 064	88 498
Second Officer																
P-3	Gross	73 181	75 051	76 922	78 787	80 659	82 528	84 396	86 268	88 137	90 006	91 878	93 746	95 616	97 485	99 353
	Net D	60 813	62 290	63 768	65 242	66 721	68 197	69 673	71 152	72 628	74 105	75 584	77 059	78 537	80 013	81 489
	Net S	56 766	58 123	59 484	60 840	62 201	63 558	64 914	66 275	67 631	68 990	70 343	71 699	73 049	74 405	75 759
Associate Officer																
P-2	Gross	60 025	61 697	63 370	65 043	66 715	68 385	70 059	71 729	73 401	75 076	76 746	78 419			
	Net D	50 420	51 741	53 062	54 384	55 705	57 024	58 347	59 666	60 987	62 310	63 629	64 951			
	Net S	47 292	48 491	49 686	50 884	52 080	53 278	54 494	55 708	56 927	58 142	59 354	60 574			
Assistant Officer																
P-1	Gross	46 956	48 453	49 941	51 548	53 152	54 759	56 367	57 977	59 580	61 186					
	Net D	39 913	41 185	42 450	43 723	44 990	46 260	47 530	48 802	50 068	51 337					
	Net S	37 649	38 820	39 991	41 160	42 329	43 499	44 669	45 824	46 974	48 124					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

Annex II

Appendix A to the staff rules

Salary scales for staff in the General Service category showing annual gross, gross pensionable and net salary after application of staff assessment
(in Euros)
Effective 1 November 2014

		STEPS											
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII*
G-1	Gross	30 181	31 197	32 223	33 249	34 274	35 300	36 326	37 351	38 377	39 403	40 428	41 454
	Gross pens.	29 632	30 621	31 610	32 598	33 587	34 575	35 565	36 554	37 543	38 531	39 521	40 508
	Net	23 847	24 606	25 365	26 124	26 883	27 642	28 401	29 160	29 919	30 678	31 437	32 196
G-2	Gross	35 208	36 399	37 589	38 780	39 970	41 161	42 351	43 542	44 732	45 946	47 223	48 500
	Gross pens.	34 493	35 637	36 781	37 925	39 068	40 211	41 355	42 500	43 643	44 786	45 929	47 074
	Net	27 574	28 455	29 336	30 217	31 098	31 979	32 860	33 741	34 622	35 503	36 384	37 265
G-3	Gross	41 053	42 434	43 815	45 196	46 648	48 129	49 610	51 091	52 572	54 054	55 535	57 016
	Gross pens.	40 109	41 437	42 762	44 089	45 416	46 742	48 069	49 395	50 721	52 096	53 476	54 858
	Net	31 899	32 921	33 943	34 965	35 987	37 009	38 031	39 053	40 075	41 097	42 119	43 141
G-4	Gross	47 990	49 703	51 416	53 129	54 842	56 555	58 268	59 981	61 694	63 407	65 120	66 833
	Gross pens.	46 615	48 150	49 687	51 237	52 835	54 433	56 032	57 630	59 227	60 826	62 422	64 021
	Net	36 913	38 095	39 277	40 459	41 641	42 823	44 005	45 187	46 369	47 551	48 733	49 915
G-5	Gross	56 381	58 362	60 343	62 325	64 306	66 287	68 268	70 249	72 230	74 212	76 193	78 174
	Gross pens.	54 278	56 123	57 970	59 817	61 663	63 509	65 356	67 201	69 048	70 894	72 741	74 587
	Net	42 703	44 070	45 437	46 804	48 171	49 538	50 905	52 272	53 639	55 006	56 373	57 740
G-6	Gross	66 104	68 394	70 684	72 974	75 264	77 554	79 843	82 133	84 423	86 713	89 003	91 293
	Gross pens.	63 342	65 477	67 611	69 746	71 881	74 014	76 150	78 432	80 719	83 010	85 300	87 589
	Net	49 412	50 992	52 572	54 152	55 732	57 312	58 892	60 472	62 052	63 632	65 212	66 792
G-7	Gross	77 345	79 999	82 652	85 306	87 959	90 613	93 267	95 920	98 574	101 228	103 881	106 535
	Gross pens.	73 823	76 299	78 954	81 605	84 258	86 911	89 565	92 217	94 869	97 522	100 174	102 826
	Net	57 168	58 999	60 830	62 661	64 492	66 323	68 154	69 985	71 816	73 647	75 478	77 309

* Long-service step.

The qualifying criteria for in-grade increase from step XI to step XII are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations common system and five years of service at step XI of the current grade;

(b) The staff member's service should have been satisfactory.

Language allowance: For the first additional language, €1,651 per year net, for the second additional language, €825 (to be included in pensionable remuneration).

Increment: Salary increments within the levels shall be awarded annually, on the basis of satisfactory service.

Non-resident's allowance: €1,889 per year net (to be included in pensionable remuneration) for eligible staff appointed prior to 1 September 1983 and nil thereafter for staff serving in Vienna.